

**SCIENCE
CRUNCHERS**

**THE
SCIENTIFIC
CREATIVE
AGENCY**

GENDER EQUALITY PLAN

Latest update: March 2023 (*currently under revision*)

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INTRODUCTION

The goal of this Gender Equality Plan (GEP) is to detail the gender equality policies currently in place at Science Crunchers (registered company *Scitation – Science Communication, Lda.*, TIN 514529903).

This plan aims to report on the company's commitment to establish gender equality by:

- specifying what actions are being taken or planned to implement it;
- identifying what resources have been allocated to it;
- describing any other relevant data that might exist on the gender balance topic within the company.

1. LEGAL FRAMEWORK

According to the Portuguese law *Lei n.º 10/2001*, all men and women are entitled to equal opportunities in their public, personal, and professional lives (specified in *Artigo 24* and *Artigo 25* of the Portuguese Labour Code, stating the right to equality in access to employment and at work and banning discrimination when accessing a job).

The Portuguese Law ensures and promotes equal opportunities for all individuals when accessing a job, regardless of gender. These fundamental rights are recognized in the Constitution of the Portuguese Republic (last revised in 2005) and several laws: *Lei n.º 10/2001, de 21 de Maio* establishing an annual report on equal opportunities for men and women; *Lei n.º 105/2009, de 14 de Setembro*, regulating and amending the Portuguese Labour Code; *Decreto-Lei n.º 76/2012, de 26 de Março*, approving the organic law of the Commission for Equality in Labour and Employment; and *Lei n.º 60/2018, de 21 de Agosto*, approving measures to promote equal pay for women and men for equal work or work of equal value (makes the first amendment to the law *Lei n.º 10/2001, de 21 de Maio*).

However, the practical application of this equality is still far from being achieved. According to the latest data¹, the male employability rate in Portugal is 8.3% higher than its female equivalent. Regarding payment, in Portugal, the monthly base pay for women is also 13.3% smaller than the one for men.

2. GOALS AND MEASURES

2.1. Goals

The goals established by Science Crunchers to achieve appropriate gender equality levels are:

- 1) Raising awareness of gender issues and the importance of equality, through the strengthening of positive attitudes towards diversity;
- 2) Support and endorsement of women's careers;
- 3) Reassuring gender equality during all recruitment processes;
- 4) Promotion of a good life-work balance that ensures every employee can have access to a balanced family life;

¹ PORDATA – Employment and Labour Market in Portugal,
[https://www.pordata.pt/portugal/taxa+de+emprego+total+e+por+sexo+\(percentagem\)-549-3166](https://www.pordata.pt/portugal/taxa+de+emprego+total+e+por+sexo+(percentagem)-549-3166)

- 5) Ensuring all genders are equally represented in all graphic and written materials produced, whenever appropriate.

2.2. Measures

There are several measures that have been put in place at different levels to ensure that the intended gender equality practices are implemented at Science Crunchers. Below are some of the areas in which the company has made an effort to implement adequate gender equality measures.

2.2.1. Work-life balance and organisational culture

Work-life balance is extremely valued at Science Crunchers. This is promoted through equal opportunities offered to all employees, including appropriate maternity and paternity leave times and equal vacation days, following the directions detailed by the Portuguese legislation.

All gender identities and sexual orientations are welcomed and respected (as are, in fact, all cultures and religions). No dress code restrictions are imposed, to ensure every employee feels as comfortable as possible whilst conducting their duties in the work environment.

Group staff meetings are scheduled to happen twice a month, in which all members of staff are encouraged to comment on possible problems that might exist in the company and suggest ways in which the overall balance and environment in the company could be improved. In addition, individual staff meetings with the team managers (Head of Science and Head of Design) and with the General Manager take place every 6 months, in which employees are encouraged to raise any issues and suggestion actions to make improvements in the organization. Workers are strongly encouraged to reach out to their colleagues and Heads outside these scheduled occasions, whenever they feel the need to discuss an issue or raise a concern.

2.2.2. Leadership and decision-making

Leadership and decision-making positions are evenly distributed between genders at Science Crunchers. There are three main executive teams at the company, these being the *General Management* team, the *Science* team and the *Design* team. As of January 2023, the company's General Management is assured by a female manager (supported by a *Business Development and Process Manager*, also female), and the two operational teams (*Design* team and *Science* Team) both lead by male managers.

2.2.3. Recruitment and career progression

Gender equality is one of the factors taken into account during all recruitment processes at Science

Crunchers. There are currently (July of 2023) 12 employees working at the company, 3 of which are male and 9 of which are female.

Career progression opportunities inside the company are also distributed equally between male and female employees. Salaries for all employees are revised in equal terms in January of each year, except in extraordinary circumstances.

2.2.4. Gender-biased violence and harassment

Gender-biased violence and sexual harassment are very serious issues that are approached with the utmost respect at Science Crunchers. The company embodies a policy of zero tolerance for this type of behaviour and encourages everyone who experiences any sort of issue to immediately report it to their manager and/or the local authorities.

3. DATA COLLECTION AND MONITORING

Science Crunchers is constantly working towards finding new and more efficient ways to implement gender equality measures that are reasonable and continuously updated. One of the ways in which the company strives to achieve this goal is through the collection of gender disaggregated data on all staff. This process allows for the enforcement of scrutiny on the differences between different genders in each role, at all levels of the company. This also permits the identification of weakness or failures that might exist within the scope of GEP enforcement in the company.

Gender disaggregated data is annually collected on all personnel (including interns), and an annual report is produced based on these indicators. An annual staff meeting then takes place in the beginning of every year, where the data resulting from these indicators are shown to the staff. All employees are encouraged to actively participate in these meetings, and all comments and suggestions are welcome and supported. This activity is another staple in the company's commitment to the process of transparency in maintaining an effective GEP.

4. TRAINING

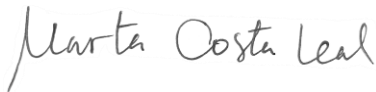
Training is one of the most efficient ways to ensure that gender equality processes are not only maintained by present staff but also reinforced frequently for current, new, and future staff. For this reason, Science Crunchers has planned to establish yearly training and awareness raising sessions on gender equality, unconscious gender biases, and sexual harassment, for all staff and decision-making positions within the company.

5. PUBLICATION

A formal document detailing a GEP is a clear and effective way for a company to represent their commitment to gender equality issues. This document is to be signed by the company's top management to assert the company's commitment to the cause. Such a document serves as a tool for maintaining accountability against the aims and objectives of the GEP, that can be checked by the company's staff, partners, stakeholders, and by the wider community.

In this context, this document detailing the gender equality politics defended by and implemented on Science Crunchers has been signed by a company's top management representative and published on the company's website (www.sciencecrunchers.com), where it can be consulted at all times by partners, stakeholders, and anyone who could take interest on the topic.

Science Crunchers Managing Team



Lisbon, 30 March 2023